Pam
Misc.
1676

The Call and Qualifications for Missionary Service

BY THE
REV. STANLEY WHITE, D.D.

THE BOARD OF FOREIGN MISSIONS OF THE
PRESBYTERIAN CHURCH IN THE U. S. A.
156 Fifth Avenue, New York City

The Call and Qualifications for Missionary Service

by the
Rev. Stanley White, D, D.

The Board of Foreign Missions
of the
Presbyterian Church in the U. S. A.
156 Fifth Avenue, New York City

THE CALL AND QUALIFICATIONS FOR MISSIONARY SERVICE

as related particularly to the Board of Foreign Missions of the Presbyterian Church in the U. S. A.

1st. General Statement

Qualifications General

THE qualifications for missionary service are twofold, and may be classed under the terms general and specific. They are accurately described by Dr. Alexander McKenzie in speaking of a man's calling when he says:

"What shall he regard in making his choice. *First of all* he must devote his life to his Creator and the doing of His will. Second—He must consider himself, to discover his talent (for he may be sure that he has a talent of some sort) to find what he is made for and what he can therefore, do best."

No man should go to the Foreign Field who has not definitely decided that if he remains in the home field, he will submit his life to the will of God. The desire to travel, the necessity of gaining a livelihood, the purpose to escape from trying conditions at home, the hope of rectifying past mistakes or wrong doing, the love of adventure, the allurements of the romance of Missions, are not sufficient reasons for entering the service.

First and foremost, one must have learned to know God

through Jesus Christ, have grasped his purpose for the world and have felt within himself a cordial assent to the truth that *only* through Christ, can the desire of God be accomplished. The recognition of such a truth will always center in a man's own personal experience. If one does not realize his own individual indebtedness to Christ, he cannot recommend Him to another. The core of the matter lies in a man's undying and irrepressible loyalty to Christ as his Saviour. When a man has settled this primary question and has determined that irrespective of time, place or position he is going to make the proclamation of salvation through Christ, the major business in life, he is ready to take up the question as to the exact place where God wishes him to work.

Qualifications Specific

THIS brings us to the consideration of some of the qualifications which should not be considered merely as factors in a human problem, but as those by which God indicates His will.

(A) The Physical Factor

Physical

OWING to the inevitable physical and nervous strain involved in Mission service, the Board has been led to require of its candidates a sound constitution and good health. An examination by a reputable physician (preferably not the family doctor) is required. Where possible, the Board's own physician is advised. Blanks indicating the extent of the examination are provided by the Board. The right is always reserved to require a second examination in New York by the Board's physician just before sailing, and to cancel the appointment if in the Board's physician's opinion risk would be involved in the applicants going to the field.

(B) The Mental Factor

Mental

THE Board has always been insistent upon a high mental standard, but intellectual progress in the East has made it imperative that special emphasis be laid on this point. The representatives of eastern life and thought are alert, keen and eager. No slipshod mental equipment can meet them. The Board is looking, therefore, in all its can-

didates for those who in all probability, did they stay at home, would be leaders in the thought of the time. Men and women of high standing in our colleges and seminaries should feel that God is particularly calling them to this service. At the same time men and women of no surpassing ability, but of good sense and true devotion, are encouraged to apply, for it is those of this class who have ever been and must ever be the main reliance of the work and the Board is ever seeking such.

(c) The Moral Factor

Moral

IT goes without saying that those who are accepting a relaxed moral standard should stay at home. The strain to do right is hard enough in favorable surroundings. When one's life is to be set midst moral miasma and ethical looseness, he must be especially fortified. This is not to say that those who go to the field must have reached perfection. No man ever escapes temptation, but the candidate for Mission service must not be giving hospitality to any known sin.

Ian McLaren says: "As a matter of fact the difference between the best man and the

worst, between Jesus and Judas, is not that one is tempted and the other is not, but that one has pledges of victory in his character and the other prophecies of defeat." The Foreign Missionary should have assurances that he possesses the Pledges of Victory.

(D) THE DOCTRINAL FACTOR

Doctrinal

THE Presbyterian Board of Foreign Missions is an administrative and not a theological body. By the direction of the General Assembly no candidate is sent out by the Presbyterian Board who cannot present a certificate and recommendation either from the session of the church or the Presbytery with which he is connected. In case any question is raised as to the candidate's doctrinal opinions, the matter must be referred to those bodies. The Board has always held that it was founded to propagate primarily the knowledge and truth of Christ. Its candidates are therefore tested by this standard. Under the general question as 'to whether or not the candidate holds views hostile to those embodied in the standards the matter is dealt with. This is necessary be-

cause it would be highly undesirable for those so closely associated, as are foreign missionaries, to hold views of such divergence as would confuse those with whom they labor. The Board is in entire accord with the wonderful movements of the present day looking to church unity on the foreign field, and for this reason, puts special emphasis on doctrines that are essential and universally accepted, and lays less stress on what is peculiar and divisive.

(E) General Factors

General

IT is often the case that a candidate who is well-fitted for service physically and intellectually and doctrinally, is rejected. The reason lies in the presence of certain disqualifying traits, which workers on the Mission field have found to be like the 'fly in the apothecary's ointment,' able to spoil the whole man for usefulness.

Over-sensitiveness to criticism, lack of good judgment in practical affairs, inability to get on with others, untidiness in personal appearance, dictatorialness, inability to yield one's opinion to the majority, laziness, carlessness in money matters — these and other

kindred things, which can oftentimes be felt rather than seen, and which are discovered between the lines of the written application and testimonials, make it right to hold men back. Not in the narrow and conventional sense, but in the broad, Christian sense, the Foreign Missionary should be a *gentle*-man.

Good nature and indomitable courage are prerequisite to missionary service. When one can say with Mary Porter Gamewell, of China, 'I refuse to acknowledge that there is anything I ought to do which I cannot do,' and can make a "joke of hardships," he possesses the disposition that will lead him to success anywhere, but particularly on the foreign field.

Home Ties

A VERY clear word should also be said about the breaking of home ties. While the call of duty should never be disobeyed, the candidate should ever remember that those left at home are often asked for a greater sacrifice than the one who goes forth to his task. Aged parents dependent upon one for support, should not be deserted. The opposition of Christian parents should not be ruthlessly disregarded. Delay of a year or

two until consent is obtained is better than going unblessed. The loving approval of those who at first opposed has many times been gained by patience.

II. Variety of Work Offered on the Foreign Field

The Wide Opportunity

WITH each advancing year, a greater variety of work opens to the missionary. At first, his principal duty was preaching. Now there is demand for teachers in almost all branches included in the school and college curriculum; for physicians, industrial workers, business managers, printers, house-keepers and nurses. Never was there a wider opening to both men and women than to-day. This fact is one of the strongest indications of God's call to young people. He is standing before every young man and woman saying, "What is that talent in your hand, give me that, consecrate it to my service and you will be as truly a missionary as the most eloquent preacher who goes to the field."

The distinction between the different kinds of mission work should not be emphasized as if one were paramount. Who shall say whether the doctor, preacher, nurse or industrial worker has the greater evangel-

istic opportunity? Only He can decide who reads the heart and knows how deep is a man's *love* to his Saviour.

III. Suggestions as to Preparation

Preparation

IN brief, the candidate for the foreign field should seek the most thorough preparation possible. If any relaxation in training is permissible, the man at home can afford it better than the foreign missionary. At home there are chances to replenish one's stock of information; abroad the chance is not so great. Physicians especially are deprived of the aid of specialists, and should, therefore, be fully equipped to meet all emergencies. Ministerial candidates should take the full course in the Seminary, and doctors should not clip off a year of study. At least a year in hospital service should be taken. It is not sufficient for missionary doctors to attend partial courses in special institutes or training schools, in lieu of a course in a regular medical college. There is not the need that there once was for all missionaries to have a partial medical equipment. Most stations have regular physicians attached to them. If,

however, in connection with one's regular preparation and without interfering with it, the prospective missionary can take a course in 'first aid to the injured' or acquire almost any useful accomplishment, it is so much added strength. Musical ability is a great aid in reaching the people.

Bible Study

ALL candidates for the Foreign Missionary service are recommended to take some thorough course that will make them familiar with the English Bible and its use in evangelistic effort. If possible a course in some Bible school is advisable. There are also some topics for general reading that will be most advantageous. The candidate should have some knowledge of the history, civil, political and religious, of the Eastern nations in general, and of the country to which one is assigned in particular. The story of Mission work should also be read, particularly that of one's own church. The biographies of great missionaries are always a strength and stimulus. Of these the following are suggested as typical:

Reading

Personal Life of David Livingstone—Blaikie. Revell.

John Livingstone Nevius—Nevius. Revell.
Life of William Carey, D.D.—Smith. John Murray, London.
Life of Alexander Duff—Smith, Hodder & Stoughton, London.
Henry Martyn—Smith. Revell.
Life of Isabella Thoburn—Thoburn. Eaton & Mains.
Life of Adoniram Judson — Judson. American Baptist Publication Society.
D. M. Thornton—Gairdner. Hodder & Stoughton, London.
Ion Keith Falconer — Sinker.
Faith Working by Love: The Life of Fidelia Fiske—Fiske.
Pastor Hsi—Taylor. Revell.
Joseph Hardy Neesima — Davis. Revell.

There should be a general understanding of the missionary program, such as can be obtained by the reading of "The Foreign Missionary," by Rev. Arthur J. Brown. The text books of the Woman's Board, the Young Peoples' Missionary movement, and the Student Volunteer movement, can be recommended for those whose time for reading is so limited as to demand the material in condensed form. For those who can pursue a more thorough course the following suggestions are made:

Bagehot's "Physics and Politics" indicates some of the main lines of contrast that will enable the student to understand the difference of standpoints which is involved in the social structure of the non-Christian world. Hearn's "Japan, an Interpretation," catches the spirit of communal life. Gulick's "Evolution of the Japanese" traces the effects of environment, and Smith's "Village Life in China" describes conditions untouched by modern ideas.

On primitive religions, Jevons' "Introduction to the History of Religions" gives the theoretic, and Warneck's "Living Christ and Dying Heathenism," the practical side. Townsend's "Asia and Europe" discusses some of the contrasts of the East and West, and Uchimura's "Diary of a Japanese Convert" gives an unique account of the personal experiences of a thoughtful heathen. On the principles of missions, Gibson's "Mission Problems and Methods in South China," and the Report of the Shanghai Conference of 1907 are the best statements, while Lucas' "The Empire of Christ" gives a very suggestive value of the situation.

The Foreign Missionary should know something of pedagogy and the principles of

education. McMurry's "Method of the Recitation" and "How to Study," and Thorndike's "Principles of Teaching" will be of value to all who have to teach or preach. Gilbert's "The School and Its Life" is excellent on the general management of a school. On modern psychology, Angell's "Psychology," or Thorndike's "Elements of Psychology" may be recommended. On child's study, Kirkpatrick's "Fundamentals of Child's Study" is, perhaps, the best book; and on adolescence, Hall's "Youth," a condensation of his two volumes "Adolescence." Such books as King's "Rational Living" and Gulick's "Mind and Work" will be of value to all who wish to cultivate personal efficiency.

Conference of Outgoing Missionaries

THE necessity of bringing appointees of the Board into close contact with the secretaries and the members of the Board has led to the holding in the spring of each year in New York, of a conference of all outgoing missionaries, when all matters of missionary motives, policy and administration, are carefully considered. The Board considers attendance at the conference of primary importance,

and only in exceptional cases should it be omitted. The expenses of all candidates to and from their homes from all places east of the Mississippi and entertainment while in New York are provided by the Board.

IV. Principle upon which Assignments Are Made

Missions and Assignments

THE Presbyterian Board has 27 Missions located as follows:

West Africa
Central China
Hainan
Hunan
Kiang-an
North China
South China
East Shantung
West Shantung
Guatemala
North India
Punjab
Western India
East Japan
West Japan
Korea
Mexico
East Persia
West Persia
Siam
Laos
Central Brazil
South Brazil
Chili

Colombia
Venezuela
Syria
Philippine Islands

They embrace climates of all kinds, from tropical to temperate.

The principle upon which assignments are made is very simple. It depends upon matching the need on the field with the ability of the applicant to supply that need. Temperament is suited to climate, ability to opportunity, talent to specific requirement. As far as possible candidates are assigned to the land they prefer. Candidates are, however, urged to offer themselves to the Board without conditions and yet with a frank expression of their desires. The Board will always take these into account.

THE Board generally makes its appointment to missions and not to stations or special work. The Mission assigns to specific places and tasks. Its members are much more cognizant of the local needs than the Board possibly can be. While there are some places where the teaching is in English, the Board expects all its missionaries to acquire the vernacular of the country to which they go. To this end it

Language Study

provides language teachers and makes full membership and voting in the Mission dependent upon passing a successful test in language study.

Age Limit

THIS explains the hesitancy of the Board in sending out persons who have passed thirty years of age. Experience has shown that after thirty, except for those who have special linguistic gifts, languages are hard to acquire. This delays one's active participation in the work three or four years, and sometimes means permanent inefficiency. Candidates generally should go to the field before they are thirty, but there is no fixed age limit beyond which the Board will not consider applications.

Preliminary Physical Examination

VERY early in one's thought of missionary service it is well to consult a good physician to learn if there is any lurking trouble which would prevent appointment for a slight heart weakness or tendency to tuberculosis or other disease which would not be hostile to good work at home, would hinder appointment. By doing this, candidates are saved the disappointment of being rejected after

long preparation and sometimes are able to take treatment that removes the obstacle to appointment. This examination is not a substitute for the regular one at the time of appointment.

Marriage

THE Board commissions both married and unmarried missionaries, and there is a large field especially for single women. Far better is it for one to go to the field unmarried than to take this step hastily. The Board would warn all candidates from entering into marriage alliance for any other reason than the deepest and truest God-given affection. Hunting for a wife because one does not want to go alone is almost certain, especially if the choice be hastily made, to prove disastrous to the work and to happiness.

Married people with children are not encouraged to apply. The risk to the lives of children taken from this country to the Mission field, is too great to make such appointments anything but the exception.

Salary

THE salary paid to a missionary is not based upon ability—no Board could compensate adequately those who represent it on the foreign field. Speaking generally it is a living salary only and varies according to the demands of different fields. It is calculated on the basis of need and together with the allowances, such as house-rent, medical attendance, outfit and travel expenses amounts to a living. There is little chance for a missionary to lay by money or to pay back debts, and for this reason the Board requires all its applicants to be practically unencumbered financially. The Board feels itself responsible for the following items and therefore asks churches and individuals in assuming the support of a missionary to contribute $1,000 for a single person and $2,000 for a married one. The following are the approximate expenses of a married missionary's support:

Salary	$1,000.00
Children's allowance.	300.00
Language teacher, average annual expenditure for the first term	50.00
Rent, or pro rata of the cost of building and maintaining a residence, allowing for deterioration	300.00

Annual pro rata of furlough travelling expenses, expenses to and from the United States	300.00
Cost of native work, including helpers, maintenance of expenses of school or hospital, itinerating and station expenses, etc.....	300.00
	$2,350.00

It will be seen that it costs the Board a trifle more than the sum asked from the churches to put the missionary in the field and maintain him there. It is well for candidates to interest churches and individuals in their support, for it both makes the appointment more likely, and awakens enthusiasm in the home church.

Outfit

THE Board gives to its candidates outfit allowance as follows: $200.00 to each newly appointed missionary, or $400.00 to each married couple. In Africa, however, the Board owns the furniture and house furnishings, and missionaries to that field are granted only one-half of the regular outfit allowance, namely, $100.00 to each single

missionary, and $200.00 to each married couple. Medical missionaries going to stations which have no medical or surgical equipment are granted in addition a medical allowance of $150.00, it being understood in either case that the outfit allowance shall not be drawn unless actually needed. Such portion of the allowance as is needed is available at any time within three months of departure for the field, either by having charged against it bills which have been incurred, or any cash for cash purchases. All missionaries are urged to reserve a portion of the outfit allowance — preferably one-half, for use after reaching the field.

Term of Service and Furlough

THE term of service and furloughs for the different fields are:

Guatemala
Colombia (except Barranquilla)
Chile
South Brazil

Term—Nine years.

Furlough — One year with full travel expenses, or six months at the end of five years with travel expenses paid one way.

Mexico
North China
East and West Shantung
Kiang An
Korea
Syria
East and West Japan
Central China
East and West Persia

Term—At least eight years.
Furlough—One year, with full travel expenses, except in Mexico, where there are the following options:
(a) 8 months' furlough after 8 years, with travel expenses.
(b) 12 months after 10 years, with travel expenses.
(c) 6 months after 5 years and ½ travel allowance.

* * * *

Punjab
North India
Western India

Term—Eight years.
Furlough—One year or six months after 5½ years' service; travel to be paid both ways.

* * * *

Canton

Term—Seven years.
Furlough — One year after a service of not less than 7 years with travel expenses both ways, or 5 months in United States

after a term of not less than 4 years, the Board to pay travel expenses one way.

Central Brazil

Term—Eight years with a furlough of twelve months, or seven years with a furlough of ten months, or six years with a furlough of eight months. In each case the Board will pay the travel expenses.

* * * *

Hainan
Siam and Laos
Philippine
Barranquilla (Station of Colombia Mission)

Term—Six years.

Furlough — Option of one year's furlough with expenses paid both ways. Or six months, after three years with expenses paid one way and the field salary to be continued during time of return voyage.

West Africa

Term—Three years.

Furlough—One year including time of travel.

V. Making Application

Of Making Application

As soon as a candidate has decided to take up work in the foreign field, he should begin correspondence with the Board. This serves a double purpose. It gives definiteness to his purpose and it enables the Board to manifest its interest and serve the candidate by counsel and advice.

Definite application, involving the filling out of blanks, should be made at least a year before one hopes to start for the field. This is necessary because of the almost unavoidable delay in gathering testimonials. Because of the great care that is necessary it sometimes takes three or four months and even longer to collect and pass upon testimonials. In giving references the persons named should be outside of the family and from those who have knowledge of the candidate's life, both social, educational and spiritual.

Oftentimes the Board has to follow clues merely suggested in the answers, for it is never confined to the references named by the candidate. All the papers in each case must be reviewed by all the secretaries and gain their approval.

The applications of men are sent directly to the Candidate Secretary of the Board. Those of the women are sent to the

Candidate Secretary of the Woman's Board in whose territory the applicant lives. The proper correspondent is indicated on the blanks. As far as possible candidates should seek a personal interview with some representative of the Board.

After all testimonials are gathered and approved by the Executive Council of the Board, which consists of the secretaries and treasurer, they are submitted with full statement to the Board itself, and are passed by that body. Appointment which means approval, is often made without assignment; it being understood that as soon as a definite field opens, the one assigned will be commissioned. An accepted candidate should keep in touch with the Board, making at least semi-annual reports and should not wait for the candidate secretary to write first.

Declination

IN declining candidates the Board reserves the right to do so for general reasons without going into specific details. Where opinions differ widely, the Board feels that, with a full knowledge of facts, it is more competent than any individual to decide wisely. Long years of unwritten history and

experience make it the best judge of fitness. If candidates come into the intimate relation they should with the Candidate Secretary, they will soon discern that the one desire of the Board is to establish full and frank intercourse which will be mutually helpful whether the applicant is appointed or not. Declination by the Board is not a disgrace, but should be regarded as the indication that God, speaking through men who are prayerfully trying to know His will, has indicated His desire that work should be done elsewhere. To the one who has been truly trying to follow God's will, there comes at once this second call: 'If I cannot go to the field, how can I best serve the cause at home.' Some of the greatest forces in Mission work to-day are those who were held back from the field originally.

If a candidate is declined for specific reasons given and these reasons are subsequently removed, it is proper that his application should be renewed.

All correspondence on the subject of Missionary service under the Presbyterian Board of Foreign Missions, should be addressed to

REV. STANLEY WHITE, DD.,
156 Fifth Avenue,
New York,
N. Y.